



Lake County

JSEC Insider

Minimum Wage Rate Change

Due to the Montana legislative change raising the minimum wage from \$5.15 to \$6.15 effective January 1, 2007, employers' will need to be sure that the 5 in 1 posters accurately reflect the new wage designation. Job Service has stickers available that accurately reflect the new minimum wage that may be placed on your current poster. Please contact Job Service for the new sticker or if you would like a new poster.

Please remember the posters and stickers are supplied at no charge!

If you have any additional questions please contact us at (406) 883-7880.

[The Book of Questions: Business Politics and Ethics by Gregory Stock, PH.D.](#)

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To get rid of a problem employee, might you recommend him to someone else without mentioning his obvious flaws?

For the Current Demographic & Economic Information for Lake County follow this link:

http://www.ourfactsyourfuture.org/admin/uploadedPublications/942_Lake_CF06_Web.pdf

For the Flathead Reservation:

http://www.ourfactsyourfuture.org/admin/uploadedPublications/1743_Flathead_RF06_Web.pdf

Questions Employers' May Not Ask

The following list includes **samples of illegal** questions that may **not** be asked on application forms or in job interviews:

- ☐ Have you ever had or been treated for any of the following conditions or diseases (followed by checklist of various conditions/diseases)
- ☐ Please list any conditions or diseases for which you have been treated in the past 3 years?
- ☐ Have you ever been hospitalized? If so, for what condition?
- ☐ Have you ever been treated by a psychiatrist or psychologist? If so, for what condition?
- ☐ Have you ever been treated for any mental condition?
- ☐ Is there any health-related reason you may not be able to perform the job for which you are applying?
- ☐ Have you had a major illness in the last 5 years?
- ☐ How many days were you absent from work because of illness last year?
- ☐ Do you have any physical defects, which preclude you from performing certain kinds of work? If yes, describe such defects and specific work limitations?
- ☐ Do you have any disabilities or impairments, which may affect your performance in the position for which you are applying?
- ☐ Are you taking any prescribed drugs?
- ☐ Have you ever been treated for drug addiction or alcoholism?
- ☐ Have you ever filed for Worker's Compensation insurance?



Lake County Job Service Workforce Center
PO Box 970
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New Minimum Wage \$6.15

Attracting, Retaining, and Engaging Our Talent Workshop

Despite the terrible weather on the day of our workshop, we were able to attract and engage 37 participants. A major topic addressed was defining turnover beyond a rate measurement and exploring the reasons for its existence. Is the turnover voluntary or involuntary? Are you consistently losing your top performers? Have you been engaging them by going beyond the duties of the job performed and discussing their personal and professional goals? A way to retain these valuable people is to identify their motivation and to nurture it. All too often a manager's energy is devoted to motivating the lower performers and not engaging the top performers through what Mark referred to as "shoves and tugs" conversations.

If you'd like to know more about Mark Willmarth and/or about some of the resources he referred to in his presentation, please call us (406) 883-7885.

RESOURCES:

"First Break All the Rules, Marcus Buckingham."

"The War for Talent, Michaels, Handfield-Jones, Axelrod."

"Love 'Em or Lose 'Em: Getting Good People to Stay" Books: Beverly L. Kaye, Sharon Jordan-Evans, 2002. www.keepem.com

"Here Today, Here Tomorrow," Gregory P. Smith, Dearborn Trade Publishing, 2001.

"Good to Great," Jim Collins.

"The Deadly Sins of Employee Retention," Murphy, Burgio-Murphy. Leadership IQ Press, 2005.

JSEC Members

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JSEC Representatives

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Mike Shoquist, Job Service Manager



To keep current on Wage & Hour laws; new available resources, new employer information, upcoming Work Shops; previous Newsletters: visit our website: employlakecounty.com or call Todd Erickson, Business Advocate @ 406.883.7885 email: toerickson@mt.gov New hours: Monday-Friday 9:00-2:30